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NORTHERN BERKSHIRE AREA

MANPOWER STUDY

OCTOBER 1963

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University of Massachusetts

for

Massachusetts Division of Employment Security

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FOREWORD

The Northern Berkshire area of Massachusetts is a green and handsome country, known almost more as the retreat of nineteenth-century authors than as a center of industry. North Adams, however, is the nucleus of an industrial center where the long dominant textile industry has sharply declined and electrical manufacturing has rapidly grown, to dominate in its turn. The transition did not take place without an intensive shake-up of the labor force and a resulting unemployment problem of considerable severity.

Local leaders requested this Division to initiate a study of the area to determine the facts of the local labor market and how best the retraining provisions of the Area Redevelopment Act and the Manpower Development and Training Act could be applied to putting the unemployed back to productive work. This Division therefore turned to Dr. Philip L. Gamble of the University of Massachusetts who kindly agreed to spend the summer of 1962 in a survey of the Northern Berkshire Area.

The following study is Professor Gamble's analysis of some problems and some solutions as they appear to an observer trained in Massachusetts regional economics. He sees the area as still suffering from the loss of a single major employer which left behind a workforce which had seldom or never worked in any other kind of work. Retraining of such a workforce must depend for its direction on the presence of a measurable amount of demand in alternate occupations. Dr. Gamble's study indicates that such labor demand from existing industry is limited and that little information is available on occupations needed in the years ahead.

The present report therefore describes the period following a structural change in the economy of a small, highly specialized labor market. The adjustment to the change is not yet complete. It may be hoped that a real demand for occupational training may arise from efforts being made to bring in new industry and create new sources of employment.

Antonio England, Director
Massachusetts Division of
Employment Security

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INTRODUCTION

The major purpose of the North Adams, Massachusetts study is to discover, if possible, a list of occupations for which retraining of workers would be desirable. To accomplish this purpose we have made an unusually detailed survey in the hope that by this study of a small, yet significant, area some important answers to problems of interpretation of the data available in the customary reports of the Division of Employment Security might emerge. The major line of attack employed was a survey in which employers were asked to estimate their personnel needs for the next two years so that we could take into account their presently unpublished plans and projections. The results of this survey, combined with a count of available employees, is a primary cornerstone of our recommendations.

SUMMARY

In our efforts to determine what, if any, retraining courses were appropriate for the North Adams area we used three types of approach. The first of these was to trace the economic and demographic history of the area seeking clues to important trends. This aspect of our study shows that the area is and was heavily industrialized beyond the average for the nation, extending as far back as the 1890's when the first benefits of the great Hoosac Tunnel were realized. In more recent times a certain stability was apparent, rudely broken by the decision of the Berkshire-Hathaway Mills to close out their operations in the North Adams area. The labor force adjusted at this time by moving out of the area or by seeking employment in other industries. Since 1958 the area has been holding its own and there were strong signs that after 1960 some new net in-migration was probably occurring. This reversed the trend of the five years prior to 1960.

With regard to particular avenues of employment, manufacturing still was the dominant industry but considerably less so than in 1955. Growth was occurring in construction and wholesale and retail trade, while personal service and finance employment remained steady as also did transportation and utility employment. Agricultural employment declined and was in part compensated for by the increase in mining activity but both of these categories contained a negligible number of workers when compared with manufacturing.

Because of the predominance of manufacturing, seasonal fluctuations were not of great importance for the total employment of the area although significant for particular industries like mining, agriculture and construction. To some extent the transportation industry was also affected by the seasons.

The largest growing industry was the electrical machinery industry. Some growth was also observable in an assortment of small manufactures, ranging from aluminum to sleeping bags. The largest growth in the sales field was in the supermarket or shopping center category.

The North Adams area, due to its small size and the concentration of employment in large firms in a few industries was very hard hit by the loss of a major employer. Probably greater economic security comes to an area with diversified industry and no dominant firms. If job retraining is to be done which is not directed towards a particular firm but to an important skill, then the above analysis helps because it shows the areas of growth and the extent and importance of seasonal fluctuations.

The second method used was to inquire of employers concerning their future needs for employees and to examine the records of the Division of Employment Security to discover the demand for labor by occupational classification as it came into that agency. Special attention was paid to the job orders that were not filled because of the lack of suitable candidates in order to discover occupations for which training might be introduced. The inquiry of employers was done on a very intensive and comprehensive basis, as our data

indicate, but the results were not as useful as hoped for because some of the largest manufacturers informed us that projections could not be made. The records of the Division of Employment Security disclosed few occupations for which sizeable retraining programs could be conducted and indicated that the demand for workers coming to their attention was largely in the lower levels of skill and for jobs where on-the-job training was generally provided. This last statement is particularly true of the electrical machinery industry in the North Adams area.

The records of the Division of Employment Security also provided information concerning the supply of workers available for particular job classifications and potential retraining programs. The sum total of these investigations indicated that the supply of labor in the North Adams area available for employers and for retraining programs was much less than many had believed. Many persons were over 65 years of age, and many were females with families or with alternate income receivers in the same family. Of the remainder some were not really in the labor force seeking full-time work and a large number were retired persons. Some were perhaps not teachable for a number of reasons including advancing age, lack of reading and writing or other skills, or no strong motivation. (The result was that, in our opinion, no new or old industry could have employed from local residents more than 200 additional workers from the labor pool available in August of 1962.)

The above data lead to the suggestion that some consideration should be given to the possibility of selecting well-motivated persons capable of retraining and of giving them generalized training without special regard to the list of current local openings but with regard to the basic needs in industry in the region. This training should be general enough to permit employment in a number of sub-classifications depending upon openings and relying on particular employers to sharpen generalized skill to the requirements of their particular needs.

The data collected on discoverable employer needs and the number of persons available gave data on net needs through subtraction of one total from the other. In only five categories was there a large enough net need total to warrant the setting up of special classes, if class size is to be at a minimum of ten. These categories were nurses, stenographers, sewing-machine operators, hand sewers of leather products and quilting machine operators. After further study and investigation through interviews and study of other reports we can recommend the setting up of programs for nurses and stenographers but question the desirability of other training programs because of the uncertainty of job placement. A qualified recommendation can be given for training for hand sewers in the leather trades if the skill acquired can be great enough to warrant employment on expensive leathers--the only type used by the major employer of these workers in this area. The demand for sewing machine operators comes largely from one source and the employer has said that his problem is currently handled by on-the-job training for the very specialized type of output his factory produces.

The third method used always tends to permeate the thinking of analysts seeking guides to future trends. This is the method of trying to assess the most important forces presently building up that will influence the future to alter the record of the past and change the balance of present forces.

Using this method it seemed likely that employment would remain high in the electrical machinery area although possible tariff changes might change the picture overnight. A view of the world situation is the United States is in for a long period of cold war and hence cannot afford to endanger the industries vital to defense and space exploration. Concessions may be made in tariffs for the manufacture of consumer goods that are not vital to the defense of the free world and may be replaced by other products in the international balance of payments. Reports indicated that the demand for nurses was large and likely to remain so for some time to come. There is no doubt that when, as and if medical care for the aged is adopted as a national plan, the demand for nursing service will increase and the prospect for some private or public action in this area is good. There is little doubt that the care of the aged is a growth industry at present.

The demand for clerical help,and more particularly for stenographers, is widespread in the area. For training in stenographic skills, workers need the prerequisite of high school education. Most older industrial workers lack this basic education, so that any training program along this line would have to include training in such fundamentals as grammar, vocabulary, and spelling as a preliminary to stenographic training.

The demand for fancy hand stitchers on leather goods will persist in the area as long as the local firm finds ways to adjust to competition from abroad. Again, the threat of lower tariffs could reduce the demand for persons in this field.

At present the leading local employer uses experienced help and customarily recruits workers from firms that work on less expensive leathers where the mistakes of beginners are less costly.

The area is fortunate in having several able and community minded leaders who in many ways are planning and working for the growth and development of the area. This tends to insure that expenditures for training workers in this region will not be in vain because of the loss or nonexistence of entrepreneurial leadership. This leadership is to be found not only in the local banks but also among the business, industrial and professional groups. The government leaders seem able, interested and willing to assist the development of industry and commerce, at the same time giving attention to the demands of the workers.

THE NORTH ADAMS AREA AND ITS ECONOMY

The North Adams area of the Division of Employment Security is located in Berkshire County, Massachusetts and comprises seven towns in that county and one in Franklin County.

North Adams is the only city and the largest community in the group, the other members of which are the towns of Adams, Clarksburg, Florida, New Ashford, Savoy and Williamstown in Berkshire County and the town of Monroe in Franklin county. The central city of North Adams is approximately 140 miles from Boston to the east, 140 miles from Burlington, Vermont to the north, 40 miles from Troy, New York to the west and 22 miles from Pittsfield, Massachusetts to the south. This area located in the very northwest corner of Massachusetts is also known as the Northern Berkshire region. The population from 1890 to 1960 for these eight towns, as given by the Bureau of the Census, is given in the following Table 1.

Population of North Adams Area from 1890 through 1960

TABLE 1

	North Adams	Adams	Clarksburg	Florida	Monroe	Savoy	Williamstown*	New Ashford	Total
1890	16,074	9,213	884	436	282	569	4,221	125	31,804
1900	24,200	11,134	943	390	305	506	5,013	107	42,598
1905	22,150	12,486	1,200	424	269	549	4,425	100	41,603
1915	22,035	13,218	1,114	427	296	524	3,981	92	41,687
1920	22,282	12,967	1,136	298	173	436	3,707	116	41,115
1925	22,717	13,525	1,222	362	143	399	4,006	85	42,459
1930	21,621	12,697	1,296	307	218	307	3,900	75	40,421
1935	22,085	12,858	1,333	405	240	299	4,272	94	41,586
1940	22,213	12,608	1,317	421	207	300	4,294*	87	41,447
1945	22,230	12,724	1,401	401	171	294	4,623*	99	41,943
1950	21,567	12,034	1,630	479	174	291	6,194*	118	42,487
1955	21,493	12,789	1,602	537	176	312	5,911*	155	42,975
1960	19,905	12,391	1,741	569	210	277	7,322*	165	42,580

Sources: The Population of Massachusetts as compiled by the Secretary of the Commonwealth 1900-1960, for the years ending in "5".

U. S. Docennial Census of Population, for the years ending in "0"

* U. S. Census Office changed method of counting students. In 1940 students were counted in place of residence; in 1950 and in 1960 students were counted at college. This accounts for variation in figures for Williamstown.

The area is geographically separated from New York on the west and the rest of Massachusetts on the east by mountain ranges that effectively hampered development until the building of the Hoosac Tunnel permitted mass transportation after the Civil War. As the previous figures show, the area was booming in the 1890's as the new transport possibilities and abundant waterpower were put to use but peaked off around 1900 and has been relatively stable in population ever since. Needless to say, this is at variance with the experience of the rest of the country and for Massachusetts, and in recent years is a slower growth than that of the country as a whole.

In the following Table 2 we see that while the total population of the area increased by 93 in the ten-year period 1950 to 1960, there was a net out-migration of 3,821 persons, for the most part from the heavily industrialized city of North Adams and town of Adams.

Net In or Out - Migration (1950 - 1960)

TABLE 2

	Population		Increase or Decrease	Balance Births to Deaths	Net In or Out Migration
	1960	1950			
Adams	12,391	12,034	+ 357	+ 993	- 636
Clarksburg	1,741	1,630	+ 111	+ 177	- 66
Florida	569	479	+ 90	+ 88	+ 2
New Ashford	165	118	+ 47	+ 30	+ 17
North Adams	19,905	21,567	-1,662	+1,843	-3,505
Savoy	277	291	- 14	+ 16	- 30
Williamstown	7,322	6,194	+1,128	+ 733	+ 395
Monroe	210	174	+ 36	+ 34	+ 2
Total . . .	42,580	42,487	+ 93	+3,914	-3,821

Our next table shows the total and percentage changes of population of the separate communities and the total for all of them by five-year periods from 1935 to 1960. The largest losses came in the two five-year periods, 1945-1950 and 1955-1960. These were periods characterized by the loss of major textile industries.

Changes in Population
In Absolute Number and Percent of Total Population

TABLE 3

	1935-1940		1940-1945		1945-1950		1950-1955		1955-1960	
	No.	%*	No.	%	No.	%	No.	%	No.	%
North Adams	128	0.6	17	0.0	- 663	- 3.0	- 74	- 0.3	-1,588	- 7.4
Adams	-250	- 1.9	116	0.9	- 690	- 5.4	755	6.3	- 398	- 3.1
Williamstown	22	0.5	324	7.7	1,571	34.0**	-283	- 4.6	1,411	23.8
Clarksburg	- 16	- 1.2	84	6.4	229	16.3	- 28	- 1.7	134	9.0
Florida	16	3.9	- 20	- 4.8	78	19.5	58	12.1	32	6.0
Monroe	- 33	-13.8	- 36	-17.4	3	1.8	2	1.1	34	14.3
Savoy	1	0.3	- 6	- 2.0	- 3	- 1.0	21	7.2	- 35	-11.2
New Ashford	- 7	- 7.4	12	13.8	19	19.2	37	31.4	10	6.5
Total . .	-139	- .33	+491	+ 1.2	+ 544	+ 1.3	+488	+ 1.15	- 400	- .8

* Minus indicates decrease
** Change in method of counting students (see Table 1)

The area's leading manufacturing industry, in terms of the number of workers employed, is the manufacture of electrical machinery. Next in importance in manufacturing employment is the textile industry employing approximately 1,000 workers or about one third of the number employed in this industry in 1956. Wholesale and retail trade employ approximately 2,000 workers and service industries use about 1,500 persons.

The following table taken from a Division of Employment Security report for May of 1962 lists the area's major manufacturing employers of over 100 persons and their products.

Name	Principal Products
Arnold Finishing Company	Clothprinters and finishers
Brightwater Paper Company	Writing, ledger and impregnating papers
Cornish Wire Company	Copper and insulated wire and cable
Deerfield Glassine Company	Greaseproof and packaging paper
Hoosac Mills Corporation	Rayon cloth
Hunter, J. B. Machine Corporation	Textile machinery
New England Lime Company	Lime and stone products
Sprague Electric Company	Radio and radar components
Strong Hewat & Co., Inc.	Woolen cloth
Wall Streeter Shoe Company	Mens' shoes

TRENDS IN EMPLOYMENT IN THE NORTH ADAMS AREA

During the period from January 1954 to January 1962, total employment in the North Adams labor market area has run the gamut from a high of 18,190 in January 1956 to a low of 14,130 in January 1961. As may be seen in Table 4, the bulk of the decline over the years was experienced by the manufacturing industries. Standing at approximately 9,550 in January 1954, manufacturing payrolls moved upward to well over 10,000 in 1956 and then plunged to a low of 6,770 in 1961. The textile industry was very much hard hit, particularly in the period 1956-1958 when Berkshire Hathaway, Inc. closed out operations in the North Adams area; this shutdown was responsible for a loss of approximately 3,300 jobs. Although still far below peak periods, manufacturing industries have begun once again to show a general upward trend in employment.

The trade and service industries have not fared so badly over the years, with service maintaining a relative stability and trade experiencing a mild growth.

Total Employment and Employment in Selected Industries 1954 - 1962
North Adams Labor Market Area

TABLE 4

Year	Total Employment	Manufacturing	Wholesale and Retail Trade	Service
January 1954	17,220	9,530	1,970	1,660
January 1955	17,580	9,840	1,980	1,590
January 1956	18,190	10,320	2,120	1,570
January 1957	17,240	9,220	2,040	1,560
January 1958	15,490	7,520	2,110	1,490
January 1959	14,320	6,910	2,060	1,520
January 1960	14,520	7,230	2,090	1,490
January 1961	14,130	6,770	2,060	1,580
January 1962	14,300	7,070	2,240	1,570

Nature of area unemployment

The North Adams area has been classified as a smaller area of substantial and persistent unemployment and is designated a redevelopment area under the Area Redevelopment Act. The primary cause of the high rate of unemployment in the area was the decline of the textile industry stemming from the decision of a major firm to close out its operations locally.

In 1956 and 1957 some 1,900 workers were displaced by the shutdown of the Berkshire Hathaway Mill, and in 1958 another 1,200 jobs were lost when the same company closed out the last of its operations in the area. Apparently, the skills of these workers (many of them beyond 45 years of age) were not adapted to other existing job openings immediately available. Our August 1962 house to house survey of those who had exhausted their benefits turned up many who were now starting work in another industry. They had evidently given up hope of finding employment in textiles and finally sought and found other work. In any event, our survey confirmed the opinion of the manager of the North Adams office of the Division of Employment Security that, "Many of these displaced workers are no longer in the local labor market--the older ones have withdrawn because of advanced age and some of the younger ones have migrated to other areas."

The efforts of local civic organizations and the Northern Berkshire Development Corporation have not succeeded in bringing many new firms into the area but the growth and development of some of the established firms have, since the start of 1961, furnished a strong demand for an increasing number of workers. The activities of the civic agencies should not be underestimated, however, for they brought in two enterprises that now employ in excess of 150 workers and promise to employ many more in future years.

Recently several companies have moved into stronger hands as parts of larger corporations. For example, the Cornish Wire Company is now part of General Cable, Hunter Machine Company is now part of Crompton and Knowles and the Brightwater Paper Company, the New England Lime Company, the Arnold Print Works and other former local firms are now in the hands of national corporations. Whether this absorption of local enterprises will work for the long range benefit of the area is hard to determine but currently the firms taken over are continuing the same patterns. Some have started plans for expansion but most refuse to say, or do not know, what is intended for the local unit. At Hunter Machine, the foundry that recently employed fifty workers is now closed--probably permanently. It was badly run down and out of date by modern standards.

In May a survey of job applicants at the North Adams office of the Division of Employment Security for the week ending May 12, 1962 showed that approximately 19 percent of the applicants were 65 years of age or older, and approximately 33 percent were within the 45 to 65 age bracket. The report pointed out that long term improvement depended on expansion of current industry, retraining and the attraction of new industry. Our summer of 1962 survey indicated that, for the month of August at least, the number of available workers was at a minimum for the area due primarily to the expansion of local industry and the introduction of new firms.

Summary of area unemployment rates

In each of the last four years the unemployment rate of the North Adams area has been substantially higher than that of the United States. With the closing of the Berkshire Hathaway Mills in 1958 the unemployment rate in North Adams, as compiled by the Division of Employment Security, jumped to 16.7 percent for 1958 as compared with a national total of 6.8 percent. For subsequent years the comparable figures read as follows:

Year	North Adams Area	United States
1958	16.7%	6.8%
1959	13.5	5.5
1960	9.9	5.6
1961	9.4	6.7

The continuing high unemployment rate in the North Adams area is due in part to the fact that the gap left by the departure of Berkshire Hathaway was not filled by a firm in the same industry as sometimes happens. The resulting worker hardship is a normal result of excessive concentration of employment in one industry or in one firm when changes in economic affairs occur. In addition, many of the workers had little or only minor skills and were no longer young.

CURRENT LABOR DEMAND AND SUPPLY

Demand

The current demand data were obtained by surveying the list of job orders filed at the Division of Employment Security. This was, of course, an incomplete record of the demand for workers because not all job openings were recorded by employers at the office of the Division of Employment Security. Investigators who talked with employers indicated that most job openings in the lower level of skills and a majority at the higher levels were filed in the North Adams office. Hence, it is fair to say that these data were representative and significant.

For the purpose of portraying the demand for workers as seen in the records of the North Adams office of the Division of Employment Security, a survey of all job orders filed from January 1, 1961 to July 1962 was made and is presented by job classification and monthly totals in Appendix Table A. The table also shows jobs for which cancellations were made.

Several items of significance can be gained from a study of this table including the important fact that demand for workers increased steadily beginning in 1961 and continued up to the present. In the total of nearly nineteen months, only twelve jobs were filled in the Professional and Managerial capacity and half of these were for department managers in a new store. This reflects the fact that employees in the professional and managerial classifications frequently work in employment not covered by the Employment Security law and tend to seek employment without the assistance of the Division of Employment Security. It is also true that in this time period unskilled workers were in far greater demand than semi-skilled or skilled workers. The table does not show it, but the fact was that the heaviest demand for unskilled workers was for females rather than males. The peak demand for clerical and sales persons came with the opening of a new shopping center in North Adams that also was responsible for the demand for managers mentioned above.

The growth in the job orders for service occupations followed the demand for production workers, as might be expected, for working mothers need more help and larger incomes lead to more meals out of the home. Also the demand for security guards picked up along with the demand for production workers. The construction workers falling in the skilled category experienced a seasonal fluctuation in demand, as is normal in northern climates. The demand for maintenance men was related to the demand for workers at the new shopping center and the demand for increased production workers.

In the semi-skilled occupations the demand in the electrical machinery industry was continuous, and the opening of a new industry manufacturing sleeping bags led to demands for sewing machine operators. In this connection, it is important to note that a great many jobs are filled at the plant without any request going through the office of the Division of Employment Security so the table in this category understates the real demand for workers. This employment of workers who "come in off the street" is common and presently unmeasureable; it varies with occupations and employers. Some employers are more receptive to those who call at the door and to those who are referred; other employers have their own files of likely candidates from those previously employed and from mail or other applications received; still others feel that because they are the only

employer using in the area, for example, lab technicians, all unemployed come to them anyway and hence it is not necessary to file a job order with the Division of Employment Security. For all these reasons the data on labor demand as derived from the job orders of the Division of Employment Security are incomplete and must be used with the knowledge of their strength and weakness.

Supply

The supply data were obtained from the records of the North Adams Employment Security office and are presented in Appendix Tables B, C, and D.

Two recent surveys of the active application file of the North Adam's office of the Division of Employment Security are available (Table 5). One of these was taken in March of 1962 and the other in July. The first was taken by the North Adams office and the second by the author of this report. The March report was taken when unemployment in the area tends to be at the seasonal peak before employment in construction, agriculture or the vacation industry picks up. The July figures, on the other hand, tend to reflect the picture at the high point of employment for the year. One further word of caution in interpretation is needed because the active file list of 213 persons seeking summer employment was not included in the July figures. It is not known from any of the totals just how many of those listed had found work between the time of filing for work and the time when the files were purged of inactive registrants. The files are cleared each week of those claimants who have returned to work and every sixty days of other applicants.

Every effort was made to make sure that persons were counted only once even though they might be listed under more than one job classification. In general, both the North Adams office and the author followed the same procedure of listing the person under the highest skill recorded unless inspection indicated that employment at this highest skill had been of slight or unsuccessful duration. Hence the procedures of the two observers were almost identical and only minor differences in judgment affecting a negligible number of workers existed. This could not have affected percentages in any significant manner.

The results of the surveys, as may be seen in Table 5,indicate a thirty-eight percent drop in the number of persons in the active files between March and the end of July due to the seasonal influences mentioned above and to the persistent increase in employment by one of the larger industries in the area. The evidence of expanding employment opportunities for the area is also supported by other observations such as the fact that the Mount Hope Farm laid off forty persons on August 1st, and by August 8th the manager of the farm told this investigator that only two were not yet placed. As might be expected, the sharpest drop in those unemployed occurred in agriculture--the summer is the busiest time on the farm--but the total was small.

The next largest declines were in the skilled classification followed by the service and unskilled categories. The decline in the total of skilled and unskilled workers equalled 236 persons out of a total of 500. Most of these were males and probably primary wage earners. A member of the North Adams Employment Office staff expressed the opinion that in July it would be hard to find a total of two hundred workers for any new industry, and these figures tend to confirm this estimate.

Job Applicants by Major Occupational Group in North Adams Employment Office Area
March and July 1962

TABLE 5

							CHANGE MARCH TO JULY 1962					
	MARCH 1962			JULY 1962			AMOUNT			PERCENT		
Occupation	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
ALL	1,027	663	364	643	376	267	-384	-287	-97	-38.0	-43.5	- 26.7
Prof. & Managerial	28	21	7	24	18	6	- 4	- 3	- 1	-14.3	-14.3	- 14.3
Clerical & Sales	129	25	104	100	19	81	- 29	- 6	-23	-22.5	-24.0	- 22.1
Service	132	59	73	64	37	27	- 68	- 22	-46	-51.5	-37.3	- 63.0
Agriculture	10	0	10	2	2	0	- 8	+ 2	-10	-80.0	+200.0	-100.0
Skilled	211	193	18	94	76	18	-117	-117	0	-55.5	-60.5	0
Semiskilled	228	170	58	189	119	70	- 39	- 51	+12	-17.1	-30.0	+ 20.7
Unskilled	289	195	94	170	105	65	-119	- 90	-29	-41.2	-46.3	- 31.0

ANTICIPATED DEMAND AND SUPPLY

Demand

The demand data presented in Appendix Table E depend primarily on information from employers about their future plans. The data are related to the best available measures of supply data to permit an estimate of net needs for workers in special classifications for whom training programs could be initiated.

Information was collected from employers after the survey had been well publicized in the local newspapers and meetings were held with prominent area representatives of industry, government and other community organizations. A very high percentage of the employers were interviewed and reports were obtained from firms employing an aggregate of 8,029 persons. Only 10,319 persons were listed in employment covered by the Employment Security Law in the North Adams area. The sample was taken from this listing. Of the 307 firms approached for information, data were requested of 245, and 102 firms replied. These firms included all of the largest manufacturers and 78% of all employees in covered employment. Appendix Table E gives the data regarding the sample in detailed form.

Table 6 presents the results of the employer survey in terms of anticipated employee needs. This information was less helpful than we would have wished for several reasons. In the first place, the leading employer in the area reported that he could not tell about the level of his employment either one or two years in the future. In the second place, some employers had recently been taken over by larger firms and the status of the local operation was not known or perhaps even decided upon. In the third place, in our opinion, the estimates of some of the employers were mere guesses reflecting optimism or pessimism of the moment rather than careful analysis of plans and projections.

Examination of the table shows the greatest need will be for stenographers, followed by sewing machine operators, quilting machine operators and nurses. A small number of machinists, maintenance men, automobile mechanics, loom fixers and laborers will also be needed.

Anticipated Supply

In order to get some indication of the type of workers that might be available to meet future employer needs, the July 1962 data for the North Adams employment office area concerning unemployment is given in more detail in Appendix Table B to show the distribution of unemployment by age groups, more detailed job classifications and degree of skill. The largest number of unemployed were semiskilled textile workers followed closely by unskilled miscellaneous nonmanufacturing workers. The numbers were 78 and 77, respectively, or about 24% of the total reported. Another 18% of the total was composed of clerical workers and personal workers. Ninety-nine workers of 15.4% were over sixty-five, and 186

or 28.9% were over forty-four andunder sixty-five; 17.5% were between thirty-five and forty-five; and 38.2% were under thirty-five. Retraining programs to fit those over 65 are difficult to justify and extensive retraining programs for those in the upper ranges of the 45-65 classification should probably be of short duration. It is important to note that 55.7% of the unemployed were in the age brackets under forty-five years of age.

Further analysis of these figures coming from classification by sex offers further suggestions as to the nature of the unemployment problem in this area. Appendix Tables C and D make a distinction by sex.

When the male unemployed for July 1962 in the North Adams area are classified in more detail to show the additional classifications by age, type of skill or special occupation, the data show a total of 17.6 percent were over sixty-five years of age; 26.7 percent were over forty-four and under sixty-five; 16.2 percent were over thirty-four and under forty-five; and 39.5 percent were under thirty-five years of age. The largest number of unemployed workers were classified as unskilled miscellaneous nonmanufacturing workers and the next largest were semi-skilled textile workers. In the first of the above categories 74 percent were under thirty-five and in the second or textile mill classification 69 percent were over forty-five years of age. The over forty-five category is significant for retraining analysis because retraining may not fit many over sixty-five and extensive retraining may not fit many over forty-five unless they are in the lower part of this age bracket. It is important to note, therefore, where those over forty-five exceed 50 percent of those listed as unemployed. This situation prevailed in the professional, semi-professional and managerial classification, in personal service classifications, and also in the classifications of skilled and semiskilled textile workers, skilled construction workers, skilled metal operatives, skilled paper operatives, and skilled nonmanufacturing workers. As can be seen, the numbers involved for some of these classifications were so small that no great significance can be attached to the percentages for the individual statistic.

In general, unskilled workers were unemployed in greater percentages in the age group reporting those under thirty-five years of age. It is not known for certain but some of those in this classification were probably beginning workers who had not yet found a skill to offer in the labor market. Retraining programs would be most useful for this group because of the greater number of useful work years remaining to them.

The data for unemployed women show a significantly different pattern than that for men. The major difference is that the majority of female job applicants were in the thirty-five to sixty-five age group. Only 12 percent of the women as compared with 17.6 percent of the men are in the age group of sixty-five and over and 35 percent as compared with 35.5 percent of the men are in the age group of those persons under thirty-five.

Generally women remove themselves from the labor force at an earlier age then men and more women in the over 35 age group return to the labor market after raising a family.

Findings

Tabulation of the collected data from the employer survey provided the following table which shows the major job classification group, the individual job title, the code as given by the Dictionary of Occupational Titles, the expansion and replacement needs, the count of individuals available as determined from the active files of the North Adams office and the Net Needs obtained by subracting the number of individuals available from the total projected demand.

North Adams Employment Office Area

Gross Employer Requirements and Number of Trained Unemployed Available August 1962

TABLE 6

Job Classification	D.O.T. Code	Expansion & Replacement Needs	Number of Individuals Available	Net Needs
Professional and Managerial				
Dental Hygenist	0-50.07	1	0	1
Medical Laboratory Technician	0-50.01	3	0	3
Dietitian	0-39.93	1	0	1
Nurse, Office	0-33.25	1	0	1
Pharmacist	0-25.10	1	0	1
Nurse, registered	0-33.26	32	0	32
Manager, retail store	0-72.21	1	1	0
Buyer	0-74.11	1	0	1
Clerical and Sales				
Bookkeeper II	1-01.02	1	7	0
Clerk, typist	1-37.34	12	5	7
Clerk, shipping	1-34.14	1	1	0
Stenographer	1-37.12	101	4	97
Clerk, general office	1-05.01	2	18	0
Clerk, collection	1-18.84	1	0	1
Salesperson, automobile parts	1-75.22	2	1	1
Sales Clerk	1-70.10	6	37	0
Salesman, general	1-80.01	2	0	2
Salesperson, general	1-75.71	4	4	0
Service Occupations				
Baby sitter	2-07.01	1	12	0
Maid, general	2-06.11	2	3	0
Cook, domestic service	2-05.01	1	1	0
Cook, short order	2-26.33	2	7	0
Hairdresser	2-32.12	1	0	1
Porters	2-86.10	3	6	0

North Adams Employment Office Area

Gross Employer Requirements and Number of Trained Unemployed Available August 1962

TABLE 6 (continued)

Job Classification	D.O.T. Code	Expansion & Replacement Needs	Number of Individuals Available	Net Needs
Agricultural				
Truck Garm, laborer	3-16.10	5	1	4
Skilled Occupations				
Dressmaker	4-25.03	1	0	1
Electrician	4-97.01	1	0	1
Loomfixer	4-16.01	6	2	4
Machinist	4-75.01	7	1	6
Toolmaker	4-76.21	1	0	1
Carpenter, rough	5-25.23	1	0	1
Painter	5-27.01	1	6	0
Automobile Mechanic	5-82.01	5	1	4
Crane Operator	5-73.50	1	0	1
Maintenance man, building	5-83.61	0.5	1	0
Maintenance Mechanic II	5-83.64	6	0	6
Stationary Engineer	5-72.01	3	0	3
Foreman, garage	5-97.11	1	0	1
Semiskilled Occupations				
Sewing Machine Operator	6-27.52	34	1	33
Sewer, hand, leather products	6-27.11	30	0	30
Paint Mixer, hand	6-50.33	1	0	1
Quilting Machine Operator	6-27.514	30	0	30
Bulldozer Operator	7-23.03	2	2	0
Truck Driver, heavy	7-36.25	2	16	0
Greaser	7-85.01	2	0	2
Jnskilled Occupations				
Laborer, aluminum products	8-94	10	3	7
Carpenter's helper	9-32.01	2	47	0
Truck Driver's helper	9-49.22	1	7	0

After the returns from the employers had been compared with the data giving the number of persons available by job classifications and net needs calculated, it became apparent that in only five classifications were a substantial number of persons likely to be demanded. The five classifications were: nurses, stenographers, sewing machine operators, hand sewers on leather products and quilting machine operators.

There was no question but that more nurses of every description were needed in the area and that normal attrition alone would make place for many newly trained nurses. Both registered nurses with extensive training and licensed practical nurses were needed. There is no doubt that the increasing number and proportion of aged persons in our population along with increasing emphasis on medical care provides a long-run growth factor for this occupation. If, as seems possible, new national private or public programs for medical care are instituted, the need for more persons in this field is evident.

The large number of stenographers required, according to our data, stemmed largely from the expected demands of one large employer. Contract cancellations or changes in the economic picture for this manufacturer could change the total number of jobs available. In any event, stenographers are in short supply throughout the state and it seems safe to recommend the training of more stenographers than the local schools are currently turning out. This can be done with local facilities in the high schools. Not all workers displaced by plant closings or technical changes are proper subjects for short courses in this field because a good stenographer needs more than transcribing skill. At least a high school education is necessary to provide the general information and vocabulary needed by a stenographer. Even good typists should have the equivalent of a high school background to perform successfully. Some industrial workers displaced from their jobs might well be given longer educational opportunities to qualify them for the occupation of stenographer.

The occupation of sewing machine operator is one for which a large number of women can qualify. On analysis, however, it became clear from employer interviews that sewing machine operators skilled on lingerie are not immediately adaptable to working on rougher work like sleeping bags but after a period of on-the-job training, can become proficient in this line of work. It is doubtful that other than on-the-job training should be introduced for the current openings in the North Adams area.

The occupation of hand sewer for fancy stitching in the leather industry offers a probable steady demand as long as tariffs do not intensify the acuteness of foreign competition. The type of worker needed by the present local firms is an experienced one and perhaps training courses cannot prepare workers to move to jobs in this field where the leather costs $1.00 per square foot and mistakes are costly. If a new manufacturer of less expensive shoes came into the area, jobs would be open where experience could be gained on cheaper materials and the high wages open to strong and able workers could be earned. This occupation is too demanding of plain physical power to be suitable for retraining of the older workers. Selection from candidates under 35 would be most logical.

The above two occupations are both in the needle trades although involving different materials. Both suffer, to some extent, a worker dislike based on the poor working conditions that prevailed in these trades generations ago, both here and abroad. Probably worker aversion to these trades is not as strong universally as in the reports from some of the investigators of this study. In any event, there is nothing inherently wrong with work in the needle trades that attention to working conditions and proper wage rates could not overcome.

The last occupation for which a demand was evident was that of quilting machine operator. Again it seems that training for this occupation might better be left to on-the-job training than provided in vocational courses. In fact, this is the way it is now handled and facilities to do this are sufficiently large.

The final result of this analysis is that training programs are clearly useful for two occupations, nursing and stenography and probably useful for one more, hand stitching of leather.

In the levels of employment using higher skills than those provided by training programs at the high school or vocational school level, there are openings not disclosed by the questionnaires or analysis of the records of the Division of Employment Security. For example, highly trained assistants in the electronics field are in great demand and also laboratory assistants in the field of medicine.

FILLED AND CANCELLED JOB ORDERS, BY MONTHS (1961-1962)
NORTH ADAMS EMPLOYMENT SECURITY OFFICE

APPENDIX TABLE A

Classified by Bureau of Employment Security Method
F=Filled
C=Cancelled

1961

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-0-	Professional & Managerial Occup.																								
0-02.23	Impersonator																								
0-14.11	Buyer																								
0-64.30	Instrument man																								
0-68.71	Emp. Interviewer																								
0-72.51	Asst. Manager																			1					
0-72.91	Asst. Manager															1									
0-74.13	Dept. Manager																	5							
-1-	Clerical & Sales Occup.																								
1-01.02	Bookkeeper																								
1-01.52	Cashier									1										8				20	
1-04.01	Clerk			1		1		3						4											
1-05.01	Clerk	1										1				1								1	1
1-12.04	Clerk															1									
1-18.02	Clerk																	1							
1-25.64	Tabulating Mach. Operator																	1							
1-33.01	Secretaries							2				1													
1-34.14	Shipping Clerk																								
1-37.12	Stenographers & Typists											1				1		1							
1-37.32	Stenographers & Typists																	1						2	
1-37.34	Stenographers & Typists	1						2				1		3				4							
1-41.12	Telegraph Operator																								
1-55.20	Solicitors																								
1-55.40	Solicitors									5															
1-70.10	Sales Clerks			1						1		1				1		3		11	1	60			

1962

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		TOTAL	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-0-	Professional & Managerial Occup.																
0-02.23	Impersonator			1												1	
0-14.11	Buyer													1		1	
0-64.30	Instrument man											1				1	
0-68.71	Emp. Interviewer	1														1	
0-72.91	Asst. Manager															1	
0-72.51	Asst. Manager															1	
0-74.13	Dept. Manager					1										6	
-1-	Clerical & Sales Occup.																
1-01.02	Bookkeeper											1		1		2	
1-01.52	Cashier					1					4	2				32	4
1-04.01	Clerk					1		3		1		1		3		18	
1-05.01	Clerk							2		2	1			1		10	2
1-12.04	Clerk															1	
1-18.02	Clerk					1						1		1		4	
1-25.64	Tabulating Mach. Op.															1	
1-33.01	Secretaries										1	2		1		7	1
1-34.14	Shipping Clerk									1						2	
1-37.12	Stenographers & Typists									1						4	
1-37.32	Stenographers & Typists													1		4	
1-37.34	Stenographers & Typists													1		12	
1-41.12	Telegraph Operator															1	
1-55.20	Solicitors							8			1					8	1
1-55.40	Solicitors							2								7	
1-70.10	Sales Clerks									13		2	2	1		95	3

FILLED AND CANCELLED JOB ORDERS, BY MONTHS (1961-1962)
NORTH ADAMS EMPLOYMENT SECURITY OFFICE

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1961

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-1-	Clerical & Sales Occup. (cont.)																								
1-70.40	Sales Clerks																								
1-75.04	Sales Persons																								
1-75.06	Sales Persons																								
1-75.42	Sales Persons																								
1-75.71	Sales Persons									3									1						
1-75.94	Sales Persons																			2					
1-80.01	Salesman (consumer)																					1			
1-87.11	Salesman (exp. consumer)													1											
-2-	Service Occupations																								
2-06.11	Maid																								
2-07.01	Nursemaid																								
2-09.01	Servant													1											
2-09.03	Companion																							1	
2-26.33	Cook											1				1						1			
2-27.12	Waitress and Waiters																	2							
2-27.13	Waitress and Waiters													1				1							
2-27.21	Waitress and Waiters																								
2-29.7	Salad Girl																	1							
2-29.12	Pantry Man																								
2-29.51	Bus Boy													1											
2-29.61	Dishwasher																								
2-29.62	Dishwasher									1						2									
2-29.71	Kitchen Helper	1		1		2		1						1		1				1					
2-28.20	Nurse			1	1																				
2-40.02	Caddie Master																								
2-40.94	Santa Claus																							1	
2-42.20	Nurses Aide																								

1962

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		TOTAL	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-1-	Clerical & Sales Occup. (cont.)																
1-70.40	Sales Clerk							1								1	
1-75.04	Sales Persons										1	1				1	1
1-75.06	Sales Persons													1		1	
1-75.42	Sales Persons							1								1	
1-75.71	Sales Persons									1						4	1
1-75.94	Sales Persons															2	
1-80.01	Salesman (consumer)															1	
1-87.11	Salesman (exp. consumer)																1
-2-	Service Occupations																
2-06.11	Maid	2						1						1		4	
2-07.01	Nursemaid	1		1												2	
2-09.01	Servant															1	
2-09.03	Companion															1	
2-26.33	Cook							1								4	
2-27.12	Waitress and waiters	1						1		9		2		1	1	16	1
2-27.13	Waitress and waiters							2		1		1		1		7	
2-27.21	Waitress and waiters													1		1	
2-29.7	Salad Girl															1	
2-29.12	Pantryman									1						1	
2-29.51	Bus Boy									2						3	
2-29.61	Dishwasher											1				1	
2-29.62	Dishwasher	1		3						1		1		1		10	
2-29.71	Kitchen Helper					1										9	
2-32.12	Hairdresser	1			1					2						3	1
2-38.20	Nurse	1														2	1
2-40.02	Caddie Master													1		1	
2-40.94	Santa Claus															1	
2-42.20	Nurse's Aide					1						1				2	

FILLED AND CANCELLED JOB ORDERS, BY MONTHS (1961-1962)
NORTH ADAMS EMPLOYMENT SECURITY OFFICE

APPENDIX TABLE A

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1961

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-2-	Service Occup. (cont.)																								
2-47.01	Cook Apprentice																								
2-61.03	Security Guard							2		2										1		7			
2-61.03	Security Guard			1																					
2-82.30	Window Cleaner											1													
2-84.10	Janitor																	1		2					
2-86.10	Clean-up man											1			1										
-3-	Agricultural																								
3-40.01	Landscape Laborer											1													
3-40.13	Landscape Laborer															1									
3-40.21	Landscape Laborer																								
-4-	Skilled Occupations																								
4-01.100	Baker																								
4-15.020	Weaver									1								1							
4-75.010	Machinist											1												1	
-5-	Skilled Occupations																								
5-24.010	Brick Layer																								
5-25.110	Carpenter							1																	
5-25.150	Carpenter																								
5-25.830	Carpenter			1																					
5-27.010	Painter	1								1		1		1		1									
5-29.100	Plasterer																								
5-30.010	Pipe Fitter									1							1								
5-36.010	Bus Driver																								
5-36.020	Ambulance Driver																								

1962

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		TOTAL	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-2-	Service Occup. (cont.)																
2-47.01	Cook Apprentice													1		17	1
2-61.03	Security Guard	5	1													1	
2-61.71	Security Guard															2	
2-82.30	Window Cleaner									1						7	
2-84.10	Janitor	1				1										3	1
2-86.10	Clean-up man	1		1													
-3-	Agricultural																
3-40.01	Landscape Laborer							1								2	
3-40.13	Landscape Laborer															1	
3-40.21	Landscape Laborer							1								1	
-4-	Skilled																
4-01.100	Baker												1				1
4-15.020	Weaver							1								3	
4-75.010	Machinist									1						2	1
-5-	Skilled Occupations																
5-24.010	Bricklayer											1				1	
5-25.110	Carpenter							1		8		10		2		22	
5-25.150	Carpenter													1		1	
5-25.830	Carpenter															1	
5-27.010	Painter									4		1				10	
5-29.100	Plasterer											4				4	
5-30.010	Pipe Fitter															2	
5-36.010	Bus Driver		2				1									2	1
5-36.020	Ambulance Driver									1						1	

FILLED AND CANCELLED JOB ORDERS, BY MONTHS (1961-1962)
NORTH ADAMS EMPLOYMENT SECURITY OFFICE

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1961

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-5-	Skilled Occupations (cont.)																								
5-55.010	Motion Picture Proj. Op													1											
5-57.310	Spotter																								
5-81.010	Auto Mechanic																								
5-83.61	Maintenance Man													1											
5-83.621	Maintenance Man																								
5-83.641	Maintenance Man																	1							
5-83.444	Electronics Technician																								
5-91.601	Final Inspector (paper)																								
5-91.201	Foreman									1															
-6-	Semiskilled Occupations																								
6-19.012	Picker Tender																								
6-19.433	Cloth Finisher																								
6-19.462	Folding Machine Operator																								
6-19.609	Color Mixer (dope)															1									
6-27.112	Hand Sewer															5									
6-27.504	Sewing Machine Operator																								
6-27.535	Sewing Machine Operator																								
6-36.050	Furniture Assembler																								
6-41.90	Paper Counter																								
6-41.940	Paper Counter																								
-7-	Semiskilled Occupations																								
7-00.011	Ager Operator			1							2		5											18	
7-00.216	Ager Operator							2		17		16		4											
7-00.011	Forming Press Operator																								
7-09.306	Coating Mach. Operator																								

1962

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		TOTAL	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-5-	Skilled Occupations (cont.)																
5-55-010	Motion Picture Proj. Op.															1	
5-57-310	Spotter	1														1	
5-81-010	Auto Mechanic													1		1	
5-83-61	Maintenance man															1	
5-83-621	Maintenance man	20						13				1				34	
5-83-641	Maintenance man															1	
5-83-444	Electronics Technician													1		1	
5-91-601	Final Inspector (paper)				1												1
5-91-201	Foreman															1	
-6-	Semi-skilled Occupations																
6-19-012	Picker Tender									2						2	
6-19-433	Cloth Finisher											1				1	
6-19-462	Folding Machine Operator							1								1	
6-19-609	Color Mixer (dope)															1	
6-27-112	Hand Sewer	1						1		1				1		9	
6-27-504	Sewing Machine Operator									11						11	
6-27-535	Sewing Machine Operator									1						1	
6-36-050	Furniture Assembler													1		1	
6-41-90	Paper Counter					1										1	
6-41-940	Paper Counter													1		1	
-7-	Semi-skilled Occupations																
7-00-011	Ager Operator			12		4				16		6		9		74	
7-00-216	Ager Operator															39	
7-00-011	Forming Press Operator													1		1	
7-09-306	Coating Mach. Operator											1				1	

FILLED AND CANCELLED JOB ORDERS, BY MONTHS (1961-1962)
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C=Cancelled

1961

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-7- Semiskilled Occup. (cont.)																									
7-23.930	Bulldozer Operator																								
7-35.04	Route man or girl																								
7-35.100	Route man or girl			1		1										1									
7-25.300	Route man or girl																								
7-36.220	Truck Driver																								
7-36.250	Truck Driver																	1							
7-36.260	Truck Driver																								
7-57.51	Press Machine Operator																								
7-57.511	Press Machine Operator																								
7-57.12	Press Machine Operator																				1				
7-59.855	Produce (back room man)																								
7-60.500	Service Station Attendant																					4			2
7-68.015	By Product Bottle Filler															1									
7-68.032	Filling Machine Operator																								
7-70.040	Foreman																								
7-70.640	Foreman					1																			
7-72.580	Air Compressor Operator																								
7-88.412	Lift Truck Operator															2									
7-89.353	Silk Screen Painter																								
7-95.100	Electrician Appr.																								
7-98.010	Compositor Appr.					1																			
-8- Unskilled Occupations																									
8-03	Laborer																								
8-19	Laborer							1												1					
8-19	Battery Loader																								
8-19	Cloth Hauler														3										
8-19.64	Garment Machine Operator																								
8-33	Nailer																			1					

1962

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		TOTAL	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-7-	Semiskilled Occupations (cont.)																
7-23.930	Bulldozer Operator										1	1				1	1
7-35.04	Route man or girl									1						1	
7-35.100	Routeman or girl											1		2		6	
7-35.300	Routeman or girl							1				1				2	
7-36.220	Truck Driver												1				1
7-36.250	Truck Driver	2														3	
7-36.260	Truck Driver									1		1		1		3	
7-57.51	Press Machine Operator													1		1	
7-57.511	Press Machine Operator							1								1	
7-57.12	Press Machine Operator																1
7-59.855	Produce (back room man)											1				1	
7-60.500	Service Station Attendant											1				5	3
7-68.015	By Product Bottle Filler															1	
7-68.032	Filling Machine Operator							1			2					3	
7-70.040	Foreman			1													1
7-70.640	Foreman															1	
7-72.580	Air Compressor Operator							1								1	
7-88.412	Lift Truck Operator											1				3	
7-89.353	Silk Screen Painter							1								1	
7-95.100	Electrician Appr.										1					1	
7-98.010	Compositor Appr.															1	
-8-	Unskilled Occupations																
8-03	Laborer														1		1
8-19	Laborer							3				1				6	
8-19	Battery Loader											1				1	
8-19	Cloth Hauler	1														4	
8-19.64	Garment Machine Operator		12													12	
8-33	Nailer															1	

FILLED AND CANCELLED JOB ORDERS, BY MONTHS (1961-1962)
NORTH ADAMS EMPLOYMENT SECURITY OFFICE

APPENDIX TABLE A

Classified by Bureau of Employment Security Method
F=Filled
C=Cancelled

1961

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-8-	Unskilled Occupations (cont.)																								
8-36	Laborer									1															
8-41.01	Beater Eng. Helper																								
8-33.41	Laborer																								
8-41	Laborer																								
8-42	Laborer																			1					
8-49	Printer's Helper					1														1					
8-57	Tubing Machine Op. Helper																								
8-59	Laborer									4		2				1									
8-61	Laborer	3				1												1							
8-67	Laborer									4															
8-78	Machinest's Helper			1																					
8-89	Rag Sorter																								
8-93	Drill Press Operator																								
8-93	Laborer																								
8-94	Laborer																								
8-98	Laborer																			5		10			
8-98	Mag. Shift. Ref. Asb.							4		38		10		10								34			
8-98	Condenser Assembler	31		33		50		17		9		16		24		6		39		24				8	
-9-	Unskilled Occupations																								
9-00	Electrician's Helper													10				1							
9-13	Laborer																								
9-28	Stock Clerk																			4		20			
9-32	Laborer									2		1		3				6		6					
9-32	Stone Mason's Helper																								
9·32	Brushman																								
9-32.01	Painters Helper																								
9-49	Truck Driver's Helper							1						1											
9-49	Furniture Mover													1											

1962

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		TOTAL	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-8-	Unskilled Occupations																
8-36	Laborer															1	
8-41.01	Beater Eng. Helper			3	1											3	1
8-22.41	Laborer	1														1	
8-41	Laborer															1	
8-42	Laborer															1	
8-49	Printer's Helper															1	
8-57	Tubing Machine Op. Helper													1		1	
8-59	Laborer							1		6				1		15	
8-61	Laborer							2		2						9	
8-67	Laborer			1						1						6	
8-78	Machinist's Helper															1	
8-89	Rag Sorter											1				1	
8-93	Drill press Operator													1		1	
8-93	Laborer											3	2			3	2
8-94	Laborer					2				16		3	1			21	1
8-98	Laborer	10														25	
8-98	Mag. Shift. Ref. Asb.			22		59		35		21				60		293	
8-98	Condenser Assembler															257	
-9-	Unskilled Occupations																
9-00	Electrician's Helper			1						1						13	
9-13	Laborer													1		1	
9-28	Stock Clerk															24	
9-32	Laborer	1						2		4		8		9		42	
9-32	Stone Mason's Helper													1		1	
9-32	Brush Man							1								1	
9-32.01	Painter's Helper									1						1	
9-49	Furniture Mover	1														2	
9-49	Truck Driver's Helper															2	

FILLED AND CANCELLED JOB ORDERS, BY MONTHS (1961-1962)
NORTH ADAMS EMPLOYMENT SECURITY OFFICE

APPENDIX TABLE A

Classified by Bureau of Employment Security Method
F=Filled
C=Cancelled

1961

CODE	TITLE	JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY		AUGUST		SEPTEMBER		OCTOBER		NOVEMBER		DECEMBER	
		F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C	F	C
-9-	Unskilled Occupations (cont.)																								
9-54	Laborer																								
9-56.50	Laborer																								
9-57	Press Machine Operator																								
9-57	Assembler																								
9-59	Bag Boy																								
9-59	Laborers									2															
9-59.01	Laborers																								
9-59.02	Laborers																								
9-59.05	Laborers												1												
9-68	Carton Packer																								
9-82	Laborer																								
9-83	Laborer					5	3	1				5							3						
9-88	Laborer																								
9-88	Unloader			1				2				5													
9-88	Stock Boy																								
9-88	Distributor																	2							
9-88	Trucker															1									
9-88.40	Stock Boy													1											
9-88.44	Stock Boy															1									
9-89	Metal Sorter							2																	

1962

CODE	TITLE	JANUARY F	JANUARY C	FEBRUARY F	FEBRUARY C	MARCH F	MARCH C	APRIL F	APRIL C	MAY F	MAY C	JUNE F	JUNE C	JULY F	JULY C	TOTAL F	TOTAL C
-9-	Unskilled Occupations (cont.)																
9-54	Laborer	1												1		2	
9-56.50	Laborer	1														1	
9-57	Press Machine Op.									1						1	
9-57	Assembler	1														1	
9-59	Bag Boy	1														1	
9-59	Laborers	1														3	
9-59.01	Laborers	1														1	
9-59.02	Laborers	1														1	
9-59.05	Laborers																1
9-68	Carton Packer							1				1				2	
9-82	Laborer													1			
9-83	Laborer	1														12	6
9-88	Laborer			2						1		1		1		5	
9-88	Unloader															8	
9-88	Stock Boy			1												1	
9-88	Distributor															2	
9-88	Trucker															1	
9-88.40	Stock Boy															1	
9-88.44	Stock Boy															1	
9-89	Metal Sorter															2	

NORTH ADAMS EMPLOYMENT OFFICE AREA

Unemployed Individuals Represented in Active Work Registration Files
Distribution by Occupational and Age Groups, Both Sexes
July 1962

APPENDIX TABLE B

Occupational Group	Total All Ages		Under 35		35 - 44		45 - 64		65 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
TOTAL ALL OCCUPATIONS	644*	100.0	246	38.2	113	17.5	186	28.9	98	15.4
Professional, Semiprofessional	19	100.0	5	26.0	4	21.0	8	42.0	2	11.0
Bookkeepers	4	100.0	-	-	-	-	3	75.0	1	25.0
Clerical Occupations	61	100.0	34	55.0	14	25.0	7	12.0	6	8.0
Telephone Operators	5	100.0	-	-	3	60.0	2	40.00	-	-
Sales Persons	35	100.0	14	40.00	6	17.0	11	31.0	4	12.0
Personal Service	59	100.0	17	29.0	4	7.0	19	32.0	19	32.0
Protective Service	-	-	-	-	-	-	-	-	-	-
Agricultural Service	2	100.0	1	50.0	1	50.0	-	-	-	-
Textile Mill Operatives										
Skilled	24	100.0	3	12.0	2	9.0	16	67.0	3	12.0
Semiskilled	78	100.0	8	10.0	16	20.0	46	60.0	8	10.0
Unskilled	12	100.0	6	50.0	3	25.0	3	25.0	-	-
Shoe & Leather Manufacturing										
Skilled	3	100.0	2	60.0	-	-	1	33.0	-	-
Semiskilled	16	100.0	11	69.0	2	12.0	2	12.0	1	7.0
Unskilled	11	100.0	8	73.0	2	18.0	1	9.0	-	-
Construction Workers										
Skilled	22	100.0	2	9.0	2	9.0	12	54.0	6	28.0
Semiskilled	3	100.0	1	33.0	1	33.0	1	33.0	-	-
Unskilled	23	100.0	14	61.0	4	17.0	5	22.0	-	-
Electrical Machinery & Equip.										
Skilled	12	100.0	5	41.0	1	8.0	2	16.0	4	35.0
Semiskilled	30	100.0	11	36.0	7	23.0	3	10.0	9	31.0
Unskilled	17	100.0	3	18.0	4	23.0	5	30.0	5	30.0

* Summer Workers not included in totals

NORTH ADAMS EMPLOYMENT OFFICE AREA

Unemployed Individuals Represented in Active Work Registration Files
Distribution by Occupational and Age Groups, Both Sexes
July 1962

APPENDIX TABLE B (continued)

Occupational Group	Total All Ages		Under 35		35 - 44		45 - 64		65 and Over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Metal Working Operatives										
Skilled	11	100.0	5	45.0	2	18.0	1	9.0	3	28.0
Semiskilled	1	100.0	1	100.0	-	-	-	-	-	-
Unskilled	17	100.0	4	23.0	8	46.0	3	17.0	2	14.0
Paper Manufacturing Operatives										
Semiskilled	9	100.0	2	22.0	1	11.0	3	33.0	3	33.0
Unskilled	8	100.0	3	16.0	1	8.0	4	50.0	-	-
Misc. Manufacturing Workers										
Skilled	7	100.0	4	57.0	1	15.0	-	-	2	28.0
Semiskilled	2	100.0	2	100.0	-	-	-	-	-	-
Unskilled	5	100.0	2	40.0	1	20.0	2	40.0	-	-
Misc. Nonmanufacturing Workers										
Skilled	10	100.0	2	20.0	-	-	2	20.0	6	60.0
Semiskilled	28	100.0	10	36.0	6	22.0	8	28.0	4	14.0
Unskilled	77	100.0	53	69.0	10	13.0	8	11.0	6	7.0
Mechanics Auto & Other	5	100.0	1	20.0	2	40.0	1	20.0	1	40.0
Foreman-Textile	-	-	-	-	-	-	-	-	-	-
Truck Drivers	22	100.0	10	45.0	5	23.0	4	18.0	3	14.0
Nurses	5	100.0	2	40.0	-	-	3	60.0	-	-
Over 70, Recently Unemployed	1	100.0	-	-	-	-	-	-	-	-
* Summer Workers	215	100.0	215	-	-	-	-	-	-	-

* Summer Workers not included in totals

Source: Active Application Files of the Division of Employment Security in North Adams

NORTH ADAMS EMPLOYMENT OFFICE AREA

Unemployed Individuals Represented in Active Work Registration Files
Distribution by Occupational and Age Groups, Male
July 1962

APPENDIX TABLE C

Occupational Group	Total All Ages		Under 35		35 - 44		45 - 64		65 and Over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
TOTAL ALL OCCUPATIONS	*377	100.0	150	39.5	59	16.2	101	26 7	67	17.6
Professional, Semiprofessional, Mangrl.										
Bookkeepers	18	100.0	4	22.0	4	22.0	8	44.0	2	12.0
Clerical Occupations	12	100.0	5	41.0	2	17.0	3	25.0	2	17.0
Telephone Operators	-	-	-	-	-	-	-	-	-	-
Sales persons	7	100.0	4	57.0	2	27.0	1	16.0	-	-
Personal Service	37	100.0	9	24.0	1	3.0	12	33.0	15	40.0
Protective Service	-	-	-	-	-	-	-	-	-	-
Agricultural Service	2	100.0	1	50.0	1	50.0	-	-	-	-
Textile Mill Operatives										
Skilled	12	100.0	-	-	2	17.0	8	66.0	2	17.0
Semiskilled	42	100.0	3	7.0	10	24.0	21	50.0	8	19.0
Unskilled	7	100.0	5	72.0	1	14.0	1	14.0	-	-
Construction Workers										
Skilled	22	100.0	2	9.0	2	9.0	12	55.0	6	27.0
Semiskilled	3	100.0	1	33.0	1	33.0	1	33.0	-	-
Unskilled	23	100.0	14	61.0	4	17.0	5	22.0	-	-
Electrical Machinery & Equip. Workers										
Skilled	12	100.0	5	42.0	1	8.0	2	17.0	4	33.0
Semiskilled	13	100.0	7	54.0	2	15.0	2	15.0	2	15.0
Unskilled	2	100.0	-	-	-	-	1	50.0	1	50.0

* Summer Workers not included in totals

NORTH ADAMS EMPLOYMENT OFFICE AREA

Unemployed Individuals Represented in Active Work Registration Files
Distribution by Occupational and Age Groups, Male
July 1962

APPENDIX TABLE C (continued)

Occupational Group	Total All Ages		Under 35		35 - 44		45 - 64		65 and Over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Metal Working Operatives										
Skilled	6	100.0	2	33.0	-	-	1	17.0	3	50.0
Semiskilled	1	100.0	1	100.0	-	-	-	-	-	-
Unskilled	9	100.0	2	23.0	4	44.0	2	23.0	1	10.0
Paper Manufacturing Operatives										
Semiskilled	6	100.0	2	33.0	1	17.0	1	17.0	2	33.0
Unskilled	4	100.0	2	50.0	-	-	2	50.0	-	-
Misc. Manufacturing Workers										
Skilled	6	100.0	3	50.0	1	8.0	-	-	2	17.0
Semiskilled	2	100.0	2	100.0	1	-	-	-	-	-
Unskilled	-	-	-	-	-	-	-	-	-	-
Misc. Nonmanufacturing Workers										
Skilled	10	100.0	2	20.0	-	-	2	20.0	6	60.0
Semiskilled	16	100.0	7	44.0	4	25.0	4	25.0	1	6.0
Unskilled	53	100.0	39	74.0	7	13.0	3	6.0	4	7.0
Mechanics, Auto & Other	5	100.0	1	20.0	2	40.0	1	20.0	1	20.0
Foreman-Textile	-	-	-	-	-	-	-	-	-	-
Truck Driver	21	100.0	10	47.0	4	19.0	4	19.0	3	15.0
Nurse	-	-	-	-	-	-	-	-	-	-
Over 70, Recently Unemployed	1	100.0	-	-	-	-	-	-	1	100.0
***Shoe & Leather Workers**										
Skilled	3	100.0	2	66.0	-	-	1	33.0	-	-
Semiskilled	15	100.0	10	66.0	2	13.0	2	13.0	1	8.0
Unskilled	7	100.0	5	71.0	1	-	1	29.0	-	-
*Summer Workers	111	100.0	-	-	-	-	-	-	-	-

* Summer Workers not included in totals

Source: Active Application Files of the Division of Employment Security in North Adams.

NORTH ADAMS EMPLOYMENT OFFICE AREA

Unemployed Individuals Represented in Active Work Registration Files
Distribution by Occupational and Age Groups, Female
July 1962

APPENDIX TABLE D

Occupational Group	Total All Ages		Under 35		35 - 44		45 - 64		65 and Over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
TOTAL ALL OCCUPATIONS	*267	100.0	96	35.9	54	20.3	85	31.8	32	12.0
Professional, Semiprofessional, Mangrl.	1	100.0	1	100.0	-	-	-	-	-	-
Bookkeepers	4	100.0	-	-	-	-	3	75.0	1	25.0
Clerical Occupations	49	100.0	29	59.0	12	30.8	4	5.2	4	5.2
Telephone Operators	5	100.0	-	-	3	60.0	2	40.0	-	-
Sales Persons	28	100.0	10	36.0	4	14.0	10	36.0	4	14.0
Personal Service	22	100.0	8	36.0	3	13.0	7	31.0	4	20.0
Protective Service	-	-	-	-	-	-	-	-	-	-
Agricultural Service	-	-	-	-	-	-	-	-	-	-
Textile Mill Operatives										
Skilled	12	100.0	3	25.0	-	-	8	66.0	1	9.0
Semiskilled	36	100.0	5	14.0	6	17.0	25	69.0	-	-
Unskilled	5	100.0	1	20.0	2	40.0	2	40.0	-	-
Shoe & Leather Manufacturing										
Skilled	-	-	-	-	-	-	-	-	-	-
Semiskilled	1	100.0	1	100.0	-	-	-	-	-	-
Unskilled	4	100.0	3	75.0	1	25.0	-	-	-	-
Construction Workers										
Skilled	-	-	-	-	-	-	-	-	-	-
Semiskilled	-	-	-	-	-	-	-	-	-	-
Unskilled	-	-	-	-	-	-	-	-	-	-
Electrical Machinery & Equip. Workers										
Skilled	-	-	-	-	-	-	-	-	-	-
Semiskilled	17	100.0	4	23.0	5	29.0	1	7.0	7	41.0
Unskilled	15	100.0	3	20.0	4	27.0	4	27.0	4	27.0

* Summer Workers not included in totals.

NORTH ADAMS EMPLOYMENT OFFICE AREA

Unemployed Individuals Represented in Active Work Registration Files
Distribution by Occupational and Age Groups, Female
July 1962

APPENDIX TABLE D (continued

Occupational Group	Total All Ages		Under 35		35 - 44		45 - 64		65 and Over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Metal Working Operatives										
Skilled	5	100.0	3	60.0	2	40.0	-	-	-	-
Semiskilled	-	-	-	-	-	-	-	-	-	-
Unskilled	8	100.0	2	25.0	4	50.0	1	12.0	1	12.0
Paper Manufacturing Operatives										
Semiskilled	3	100.0	-	-	-	-	2	66.0	1	33.0
Unskilled	4	100.0	1	25.0	1	25.0	2	50.0	-	-
Misc. Manufacturing Workers										
Skilled	1	100.0	1	100.0	-	-	-	-	-	-
Semiskilled	-	-	-	-	-	-	-	-	-	-
Unskilled	5	100.0	2	40.0	1	20.0	2	40.0	-	-
Misc. Nonmanufacturing Workers										
Skilled	-	-	-	-	-	-	-	-	-	-
Semiskilled	12	100.0	3	25.0	2	16.0	4	33.0	3	24.0
Unskilled	24	100 0	14	58.0	3	13.0	5	21.0	2	8.0
Mechanics, Auto & Other	-	-	-	-	-	-	-	-	-	-
Foreman, Textiles & Others	-	-	-	-	-	-	-	-	-	-
Truck Drivers	1	100.0	-	-	1	100.0	-	-	-	-
Nurses	5	100.0	2	40.0	-	-	3	60.0	-	-
*Summer Workers	104	100.0	-	-	-	-	-	-	-	-

* Summer Workers not included in totals

Source: Active Application and Claims Files of the Division of Unemployment in North Adams

Employer Survey: Structure of Sample

APPENDIX TABLE E

Stratum	I	II	III	IV	V	TOTAL
Size of Firm	(100 or more)	(50 to 99)	(20 to 49)	(10 to 19)	(4 to 9)	
Total Number of Firms	10	19	31	62	185	307
Number of Firms Sampled	10	15	29	51	140	245
Number of Firms Responding	10	15	12	16	49	102
Total Number of Employees in All Firms	6,112	1,361	911	846	1,089	10,319
Total Number of Employees in Firms Sampled	6,112	1,078	781	693	33	8,697
Total Number of Employees in Responding Firms	6,112	1,078	335	200	304	8,029